

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY  
AND  
JOINT CRAFTS COUNCIL**

**Subject:      Boot Allowance**

The following provisions apply to employees Represented by Teamsters Local 117 (Appendix E and Appendix K) and Machinists and Aerospace Workers Local 289 (Appendix B):

1. The County shall identify those Department of Transportation, Department of Public Health and Department of Executive Services staff who are in positions requiring protective or substantial footwear to perform safely their essential job functions.
2. All staff who are identified shall receive an annual payment of ninety dollars (\$90) to be used to purchase the required footwear. The payment shall be made in the second paycheck of July to employees who are employed on July 15 of that year.
3. The allowance will be subject to regular tax withholdings as may be required under federal and state law.
4. Staff will be responsible to purchase the footwear and may be subject to discipline for failing to wear this required safety equipment.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2009

By: \_\_\_\_\_  
King County Executive

JOINT CRAFTS COUNCIL

By: \_\_\_\_\_  
Gregory L. Slaughter  
Co-Chairman